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This study comprises 370 cases. "They were the wives and widows of underemployed and underpaid men and were compelled to contribute to the family whatever earning value their labor possessed." Racially, they were, to a considerable extent, English-speaking women of German or Irish antecedents. The principal occupations followed were: housework by the day, 90; manufacturing and mechanical pursuits (including 33 laundry workers), 86; public cleaning (hotels, office buildings, etc.), 82; janitor work, 49. Occupations requiring a neat and attractive appearance, or a considerable degree of skill or adaptability, were pursued by only a few of these women, who, for the most part, had only strength or industry to offer in the labor market. The average earnings of the whole group were between five and six dollars a week. Some of the laundry workers received but \$4.50 for a sixty-hour week!

From \$8.00 to \$10.00 a week may be regarded as a fair minimum wage for single women with no one dependent upon them, but 55 widows in this group supported families averaging 3.2 persons, on an average weekly income of \$7.60 or \$353 a year. No wonder that "Even in the coldest weather a fire is made in the kitchen stove only mornings and evenings."

In a concluding note the author records her conviction that not one of these 370 mothers, 163 of whom had husbands at work, "could afford not to earn. . . . Their children would have suffered seriously had they failed or refused to earn." Thus on the Middle West Side, as in many and many another corner of the land, the comfortable American theory that a family looks for support to the husband and father has proved ominously at variance with the facts.

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*Out of Work: A Study of Unemployment.* By FRANCES KELLOR.

Putnam, 1915. Pp. xii+569. \$1.50.

The relative emphasis which Miss Kellor gives to the various aspects of unemployment is an accurate and discouraging index of our American knowledge of the subject. However, considering that this is the first important study of the kind published in this country, the emphasis no doubt has a certain practical justification. There is no question as to the need of labor exchanges, but to treat of this need through over two-thirds of the volume seems an undue stress. Of course it is to be remembered that in the United States these exchanges are still new and few; admittedly the first attention must be to them. That more is not made

of the other proposals of her "program" is in no small part due to the poverty of our thought and experiment in relation to this problem. We seem destined to stumble in a mist of long anecdotes and much personal woe in all our maladjustments before there is sufficient intelligent interest to allow an author to be scholarly, drastic, and far-reaching.

The first two chapters indicate for all popular purposes the fact that unemployment exists and has existed in this country for twenty-five years. The meagerness of treatment is here again partially to be excused on the ground that information is not available; although by no means all our statistical sources are drawn upon. Witness the omission of any mention of the data of the Massachusetts Bureau of Statistics!

The discussion of "Children and the Labor Market," while it presents no new material, is a telling argument for the rapid extension of industrial education. The insistence, however, is rightly upon a rounded and balanced training from the primary grades—not upon an extraneous and superimposed trade or business education. "A system of public industrial training, instituted not merely as an adjunct to secondary education, but as an integral part of elementary education, as well, is the crying need. . . ." The further demand is made that the placement of children in industry be assumed by the city or state as a natural outgrowth of its training function.

In treating of "Immigration and Unemployment" the author shows a refreshing fairness. It has been easy to attribute to immigration the first cause of many woes. The fact is irrefutably set forth that the unemployment problem is far too deep and universal for us to find in any immigration policy a possible solution—this, however, not to the exclusion of the fact that much ingenuity must be rallied toward immigrant protection, distribution, and education if we are to disavow restriction.

The most effective portion of the book deals with the waste, criminality, and anarchy which attends the marketing of labor, that is, the securing of jobs. Labor camps, intelligence offices, philanthropic bureaus, and public employment offices all come in for searching criticism. The constructive proposals made are sound, and, let us hope, inevitable. Much more argument could be called to their support—and will have to be if we are to see a truly effective system of labor exchanges realized. But the array of sordid, vicious practices attendant upon getting work will stand as a goodly thorn in a rather pachydermic public flesh.

"Unemployment Insurance" receives a most cursory treatment, especially in the light of England's achievement. The timid indorse-

ment given it indicates either roseate faith in other measures or distrust of our administrative capacities not wholly justified by experience. A decreasing group in the community will be satisfied to tide over each distress period with frantic relief work. Some unemployment will exist for years and decades. A statesmanlike, self-respecting method of compensation for those deprived of work is the immediate need.

In unemployment insurance there exists that method, and it must be undertaken in the United States with the same high courage that actuated Great Britain, which country wrote it into their law in less than four years. In the experience of England we have not only the spirit but to a large extent the model for our enterprise.

The preventive program which is briefly suggested in the last chapter is sound but proportionately much too summary. In the light of the preventive program issued by the American Association on Unemployment, the context of Miss Kellor's chapter seems hasty and unthorough. Clearly her main interest and knowledge are in the chaos of the labor market and the questionable practices of employment offices.

We still await a book which shall give adequate discussion to causes, facts, European experience, long-time remedies. Meanwhile, Miss Kellor's work stands as a spirited challenge to our inertia and befuddlement. If the winter of 1914-15 marks the inception of a finer zeal in the treatment of unemployment, it is well that this volume is written, for it is eminently readable. But may the ultimate outcome be a profound study of this which is the essence of our industrial problem.

ORDWAY TEAD

*Secretary Massachusetts Committee on Unemployment*

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*Fundamental Sources of Efficiency.* By FLETCHER DURELL, PH.D.

Philadelphia: J. B. Lippincott Co., 1914. Pp. 368. \$2.50.

This is not an inspirational book written in the spirit of James's *Energies of Men*, but a very detailed analysis of the factors entering into "the general efficient organization of the universe." Another definition in the author's own words, not quite so sweeping in its scope possibly, is the statement that the subject of study is "the science, art, and philosophy of obtaining results."

The expression "the psychology" of this or that (e.g., the psychology of patriotism or of conversion) is a familiar one and seems to mean a reasoned account in terms of motive and mental tendency. Dr. Durell seeks to delve still deeper into the mystery of results, human and cosmic,